



# BEHAVIORAL HEALTH CRISIS SERVICES MANAGER

## *Department of Community Services*

The recruitment will remain open until sufficient applications from qualified candidates are received.

The first review will be conducted for all paper applications received by  
5:00 p.m. on Friday, December 22, 2006

(Applications submitted on-line are due by 11:59 p.m.)

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### **THE JOB**

This position manages the operation of Clark County Crisis Services which is a 24-hours-a-day, 7-days-a-week operation. The responsibilities involve managing all crisis employees; designing and developing of county crisis services which includes planning, budgeting, organizing, directing, and administering county-wide services; working closely with executive staff members in strategic planning and development of community services, and represents the County in meetings with state regulatory entities; ensuring compliance with Washington Administrative Code (WAC) and Revised Code of Washington (RCW) pertaining to crisis services and involuntary treatment; developing and maintaining strong working relationships with Washington State Mental Health Division and Division of Alcohol and Substance Abuse, community substance abuse and mental health treatment providers, community social service providers, hospitals, consumer focus and/or advocacy groups, and other community stakeholders; performs other duties as assigned. This position reports directly to the Behavioral Health Manager.

### **QUALIFICATIONS**

Requires a Master's degree in social work, counseling, healthcare administration, public policy or a related field is required. At least 5-years successful experience as a senior manager in a social service setting, and 5-years experience in supervising the delivery of mental health and/or substance abuse treatment services is required to fulfill the key elements of this position. Proven administrative skills, including ability to implement state statutes and rules, and strategic and fiscal planning expertise are essential in fulfilling the responsibilities of the position. Position requires, strong research skills, report writing ability, and computer proficiency. All combinations of education, experience, and training that demonstrate the ability to perform the work will be considered. The ideal candidate will have the following strengths:

- Ability to implement state statutes and rules, and strategic and fiscal planning.
- Excellent verbal and written communication skills.
- Strong research and report writing skills.

Knowledge of: mental health and substance abuse treatment theory and practice; supervisory and/or management of chemical dependency and mental health treatment services, service development, and service evaluation; licensure and certification procedures for Washington State Mental Health Division and Division of Alcohol and Substance Abuse, including application and interpretation of county, state and federal laws and regulations relevant to program services; principles and practices of public sector organization and program operations; project management including planning, scheduling, monitoring, and problem solving; methods and procedures of budget development, justification, and control; computer proficiency.

Ability to: assimilate complex statutes, rules, and standards of practice, and disseminate information in a way that is understandable to subordinates, including the creation of operating policies and procedures that are understandable and effective in guiding employees in their duties; effectively plan, budget, administer, and operate human services program; assign, direct, and evaluate the work of subordinates; carry out Washington State Department of Health and Human Services and County/Department of Community Services policies and directives in an effective and timely manner; establish and maintain effective working relationships with the public, other governmental jurisdictions, service providers, and other County departments and staff members; communicate and express ideas effectively, orally and in writing.

### **SALARY**

The salary range is \$4,990 - \$7,053 per month. (2007 salary range will be \$5,150 - \$7,335 per month.) It is the general policy of the County to start employees in the lower or middle sections of the salary range. Clark County provides a generous benefits package, which includes medical and dental insurance, paid holidays, vacation, sick leave and retirement.

### **SELECTION PROCESS**

1. Application Review (Pass/Fail) – An application is required (on-line or paper). Incomplete applications will not pass the application review. Candidates deemed most qualified will be invited to participate in the remainder of the selection process.
2. Letter of Interest and Resume (Pass/Fail) – In addition to the Clark County application, applicants must submit a letter of interest and resume detailing their experience in the areas mentioned above. Applicants who do not submit this material will not pass the application review. Candidates deemed most qualified will be invited to participate in the remainder of the selection process.
3. Oral Interview (Weighted 100%) – The interview will be job related and may include, but not be limited to, the qualifications outlined in the job announcement.
4. Employment References may be conducted for the final candidates.

## **REQUEST AND/OR SUBMIT APPLICATION MATERIALS TO:**

Apply online on our website @ [www.clark.wa.gov](http://www.clark.wa.gov), submit a paper application which may be downloaded from [www.clark.wa.gov/hr/employment/app\\_materials.html](http://www.clark.wa.gov/hr/employment/app_materials.html), or come into our office at 1300 Franklin Street, 5<sup>th</sup> Floor, Vancouver, WA. Application materials are due by the closing date listed on the recruitment (5:00 p.m. PT for paper; 11:59 p.m. PT for on-line applications). Please read the Job Posting material thoroughly to determine application requirements.

**Clark County Human Resources Department**  
**1300 Franklin Street - 5th Floor**  
**PO Box 5000**  
**Vancouver, WA 98666-5000**

**FAX (360) 397-2457 / TDD (360) 397-6032**  
**JOB INFO LINE (360) 397-6018**  
**E-MAIL [HRADMIN@clark.wa.gov](mailto:HRADMIN@clark.wa.gov)**

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## **THE COUNTY**

Clark County, Washington is a growing community with a population in excess of 403,500, including the City of Vancouver (population 152,900). Located minutes north of Portland, Oregon and with easy access to the Columbia Gorge, Cascade Mountains, and Washington and Oregon Coasts, the region offers abundant cultural and recreational opportunities. Clark County offers excellent livability and a relatively low cost of living. There is no state income tax.

## **EQUAL OPPORTUNITY EMPLOYER**

Clark County values diversity in the workplace and is an equal opportunity employer. We are committed to providing equal opportunity and access regardless of race, color, religion, creed, sex, national origin, age, marital status, the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a disabled person, sexual orientation/gender identity, veteran status or any other status protected by law. Women, minorities, veterans, and persons with disabilities are encouraged to apply.



If you are in need of ADA/Section 504 assistance for accommodations, please contact K. Back in Human Resources at (360) 397-2456; TTY (360) 397-2445. **If you have questions regarding job announcements please call (360) 397-2456.**

**NOTE:** This announcement is intended as a general descriptive recruitment guide and is subject to change. It does not constitute either an expressed or implied contract.



proud past, promising future

CLARK COUNTY  
WASHINGTON

**Human Resources Department**  
1300 Franklin Street – 5th Floor/PO Box 5000  
Vancouver, WA 98666-5000  
PHONE (360) 397-2456 FAX (360) 397-2457  
TDD (360) 397-6032  
Email: hradmin@clark.wa.gov  
www.clark.wa.gov

## EMPLOYMENT APPLICATION

INSTRUCTIONS: TYPE OR LEGIBLY PRINT THIS APPLICATION USING DARK INK ONLY. APPLICATION SHOULD BE FILLED OUT IN ITS ENTIRETY. AN INCOMPLETE APPLICATION MAY DISQUALIFY YOU FROM FURTHER CONSIDERATION.

GENERAL INFORMATION					
Position Applying for		Posting#		Social Security# (Used for processing-Optional)	
Last Name		First Name		Middle Initial	
Address		City		State Zip + Four	
Home Phone ( )	Work Phone ( )	Cell Phone ( )	Other ( )		
Washington State labor laws restrict some employment from persons under 18 years old. Are you at least 18 years old? Yes <input type="checkbox"/> No <input type="checkbox"/>		Are you legally eligible for employment in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Will you accept: <input type="checkbox"/> Regular <input type="checkbox"/> Temporary		Shifts you will accept: <input type="checkbox"/> Day <input type="checkbox"/> Evening			
Will you accept: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time		<input type="checkbox"/> Night <input type="checkbox"/> Weekend			
Within the last 10 years, have you been convicted of a crime, pled no contest, forfeited bond or bail for any crime other than traffic violations, or been released from prison? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, explain below.  (A conviction record will not necessarily bar you from employment.)					
EDUCATION					
Name of college, university, vocational school	Major	Full Years Completed	Degree Received Yes / No		Credit Hours
Indicate any other trades, skills or licenses you possess related to the position. Include licensing state and expiration date.					

### CLARK COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER



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**EMPLOYMENT HISTORY**

List your applicable work experience, starting with most recent first, including self-employment, military service and volunteer work.

**MOST RECENT POSITION**

Employer:

Dates Employed:

From To

Address:

\_\_\_\_/\_\_\_\_/\_\_\_\_

Position:

No. of employees you supervised:

mm yy mm yy

Supervisor:

Phone ( )

Specific Duties:

Hours per Week \_\_\_\_\_

Final Salary \_\_\_\_\_

**May we contact your  
current employer?**

Reason for leaving or considering change:

Yes [ ] No [ ]

**OTHER EXPERIENCE**

Employer:

Dates Employed:

From To

Address:

\_\_\_\_/\_\_\_\_/\_\_\_\_

Position:

No. of employees you supervised:

mm yy mm yy

Supervisor:

Phone ( )

Specific Duties:

Hours per Week \_\_\_\_\_

Final Salary \_\_\_\_\_

Reason for leaving or considering change:

**OTHER EXPERIENCE**

Employer:

Dates Employed:

From To

Address:

\_\_\_\_/\_\_\_\_/\_\_\_\_

Position:

No. of employees you supervised:

mm yy mm yy

Supervisor:

Phone ( )

Specific Duties:

Hours per Week \_\_\_\_\_

Final Salary \_\_\_\_\_

Reason for leaving or considering change:

**Attach additional sheets if necessary to include all work history.**

Be as complete as possible in outlining the duties of each position.

**AGREEMENT, CERTIFICATION AND AUTHORIZATION**

I hereby certify, under the penalty of perjury in the State of Washington, that this application contains no willful misrepresentation and that the information given is true and complete to the best of my knowledge and belief. I authorize the investigation of any or all statements contained in this application. I also authorize any person, school, current employer, past employers and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I am aware that should an investigation at any time disclose any such misrepresentation or falsification, my application may be rejected, my name may be removed from consideration or I may be discharged from my employment.

I hereby release any such current or former employers or institutions, their agents or employees from any and all liability resulting from the release of such information. My authorization and release from liability are knowing, intelligent and voluntary acts. I understand that this application is not intended to be a contract of employment. Many County positions are governed by collective bargaining agreements, which specify terms of employment. Employment for all positions not covered under collective bargaining agreements is "at will." This means that either party can terminate the employment relationship at any time, with or without cause or advance notice.

\_\_\_\_\_  
Signature of Applicant\_\_\_\_\_  
Date

## EQUAL EMPLOYMENT OPPORTUNITY QUESTIONNAIRE (OPTIONAL)

Clark County is an equal opportunity employer and is committed to providing equal opportunity and access regardless of race, color, religion, creed, sex, national origin, age, marital status, the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a disabled person, sexual orientation/gender identity, veteran status or any other status protected by law. Women, minorities, veterans, and persons with disabilities are encouraged to apply. For this purpose, we would appreciate you providing the information below. This is entirely voluntary and will remain CONFIDENTIAL. The information gathered herein will not be provided to anyone involved in the selection process. It will be used for statistical analysis and reporting purposes only. We appreciate your assistance and cooperation in voluntarily providing this information and in assisting Clark County in ensuring equal employment opportunities for all applicants.

Position Applied For: \_\_\_\_\_ Posting No: \_\_\_\_\_

**GENDER:** Male ☐ Female ☐ **AGE OVER 40:** Yes ☐ No ☐

**ETHNIC GROUP:** If you are more than one race, please indicate one group only for record-keeping purposes.  
[Ethnic group categories and definitions are as defined by and reported to the Federal Equal Employment Opportunity Commission.]

- ☐ **American Indian or Alaskan Native.** Tribal Affiliation: \_\_\_\_\_  
☐ **Asian or Pacific Islander:**  
☐ **Black (not of Hispanic origin):**  
☐ **Hispanic**  
☐ **White (not of Hispanic origin):**

**VETERAN:** Yes ☐ No ☐

**DISABLED:** Yes ☐ No ☐

People with disabilities are persons with a permanent physical, mental, or sensory impairment, which substantially limits one or more major life activities.

**DISABLED VETERAN:** Yes ☐ No ☐

### RECRUITING SOURCE

**Please tell us how you heard about this position** (select only one source):

#### **Publications:**

- ☐ The Columbian                      ☐ The Oregonian                      ☐ The Asian Reporter                      ☐ El Latino de Hoy  
☐ The Skanner-Portland                      ☐ Seattle Times                      ☐ Spokane Review                      ☐ The Olympian

#### **Internet Sites:**

- ☐ Columbian website                      ☐ Oregonian website                      ☐ Clark County Website                      ☐ Seattle Times website  
☐ El Latino de Hoy website                      ☐ Other Internet/Website: \_\_\_\_\_

#### **Other Sources:**

- ☐ Clark County Bulletin Board                      ☐ College/Career Center Referral                      ☐ Acquaintance/County Employee  
☐ Other: \_\_\_\_\_